

Human Resources and Organizational Development Department

2008 - 2009 SALARY SURVEY FOR CHARTER OFFICER: CITY CLERK

Jurisdictions from throughout the State of Florida were included in this year's survey. Not all cities replied nor do they all have comparable positions to the City of Gainesville's Charter Officers. For the analysis of the City Clerk salaries only cities with a City Clerk reporting to a Mayor or Commission/Council were included. The 2008 Florida Price Level Index (FPLI) and the city populations are provided in Figure 1. The attached Figure 2 contains the raw data for all surveyed cities. The bar charts represent the comparable unadjusted (Figure 3) and adjusted (Figure 4) salaries.

Figure 1

CITY	COUNTY	POPULATION	2008 FPLI	Number of Regular Employees	Response Received?
Cape Coral	Lee	164,494	102.06	1,371	Y
Clearwater	Pinellas	110,469	100.22	1,873	Y
Coral Springs	Broward	129,766	103.29	779	Y
Daytona Beach	Volusia	64,316	95.23	893	Y
Ft. Lauderdale	Broward	179,659	103.29	2,350	Y
Ft. Myers	Lee	67,769	102.06		N
Gainesville	Alachua	121,497	96.78	*2,089	Y
Hialeah	Miami-Dade	228,528	101.06	1,897	Y
Hollywood	Broward	142,943	103.29		N
Jacksonville	Duval	851,861	101.93	8,010	Y
Lakeland	Polk	93,428	97.59	2,100	Y
Melbourne	Brevard	78,386	99.49	953	Y
Miami	Miami-Dade	392,641	101.06	4,288	Y
Miami Beach	Miami-Dade	93,721	101.06		N
Miami Gardens	Miami-Dade	109,200	101.06		N
Naples	Collier	23,101	107.01		N
Ocala	Marion	54,056	94.79	1,012	Y
Orlando	Orange	228,560	101.13	3,223	Y
Palm Bay	Brevard	101,793	99.49	920	Y
Pembroke Pines	Broward	152,090	103.29	No Response	Y
Plantation	Broward	85,349	103.29	800	Y
Pompano Beach	Broward	100,968	103.29		N
Port St. Lucie	St. Lucie	155,315	99.54	1,319	Y
Sarasota	Sarasota	387,439	101.71		N
St. Petersburg	Pinellas	252,999	100.22	3,171	Y
Sunrise	Broward	89,633	103.29		N
Tallahassee	Leon	175,026	94.07	2,836	Y
Tampa	Hillsborough	335,489	101.71	4,477	Y
West Palm Beach	Palm Beach	104,732	105.48	1,516	Y

* As of 12/31/2008 GRU 848, GG 1241

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Figure 2: CITY CLERK SALARY SURVEY RAW DATA

SURVEY ITEM	COMPARABLE	Note or Comment	Title if Different	Charter Officer (YES/NO)	Reports to (Title)	Incumbent's Current Annual Salary*	Bonus Amt Paid	Expected Increase FY09 (enter either as % of current or \$ increase)	What is the Jurisdiction's Form of Government	Type of Mayor (elected, strong, appointed)	Total Number of Employees (not temps)
Gainesville						\$92,195		Unknown	CComm/ Mayor	Elected	2,089
Low						\$68,445					
Median						\$103,584					
High						\$133,577					
Ft. Lauderdale	Y		City Clerk	Yes	Mayor/Commission	\$104,894		5% merit increase effective 10/1/08	CComm/ Manager	Elected	2,350
Hialeah	Y		City Clerk	Yes	Mayor	\$101,036		0	Mayor/Council	Elected/ Strong	1,897
Ocala	Y	Ret 12/08	City Clerk	Yes	Council	\$68,445		0.055	Council/City Manager	Elected	1,012
Palm Bay	Y		City Clerk	Yes	Mayor/City Council	\$108,104		\$1,000 to base salary part of current no other increase FY09	Council/Mana ger	Elected	920
PLANTATION	Y		City Clerk	N	Mayor	\$75,097	NO	2.5% Oct, 2.5% April	Strong Mayor, Council (5)	Elected	800
Port St. Lucie	Y		City Clerk			\$81,972		None	Council/ Manager	Elected	1,319
Tallahassee	Y		City Treasurer/Clerk	Yes	City Commission/mayor	\$133,577		0.03	Mayor/ CComm	Elected	2,836
Tampa	Y		City Clerk	Yes	Mayor	\$103,584		received 2.5% 10/1/08	Mayor/Council	Elected	4,477
NOT COMPARABLE											
Ocala	Y	Ret 12/08	City Clerk	Yes	Council	\$68,445		0.055	Council/City Manager	Elected	1,012
Cape Coral	N		City Clerk	0	City Manager	\$119,434		0	Council/City Manager	Elected	1,371
Clearwater	N		City Clerk	0	City Manager	\$100,764		0	Mayor/Council	Elected	1,873
Coral Springs	N		City Clerk	0	City manager	\$96,218		Masters	City Manager	Elected	779

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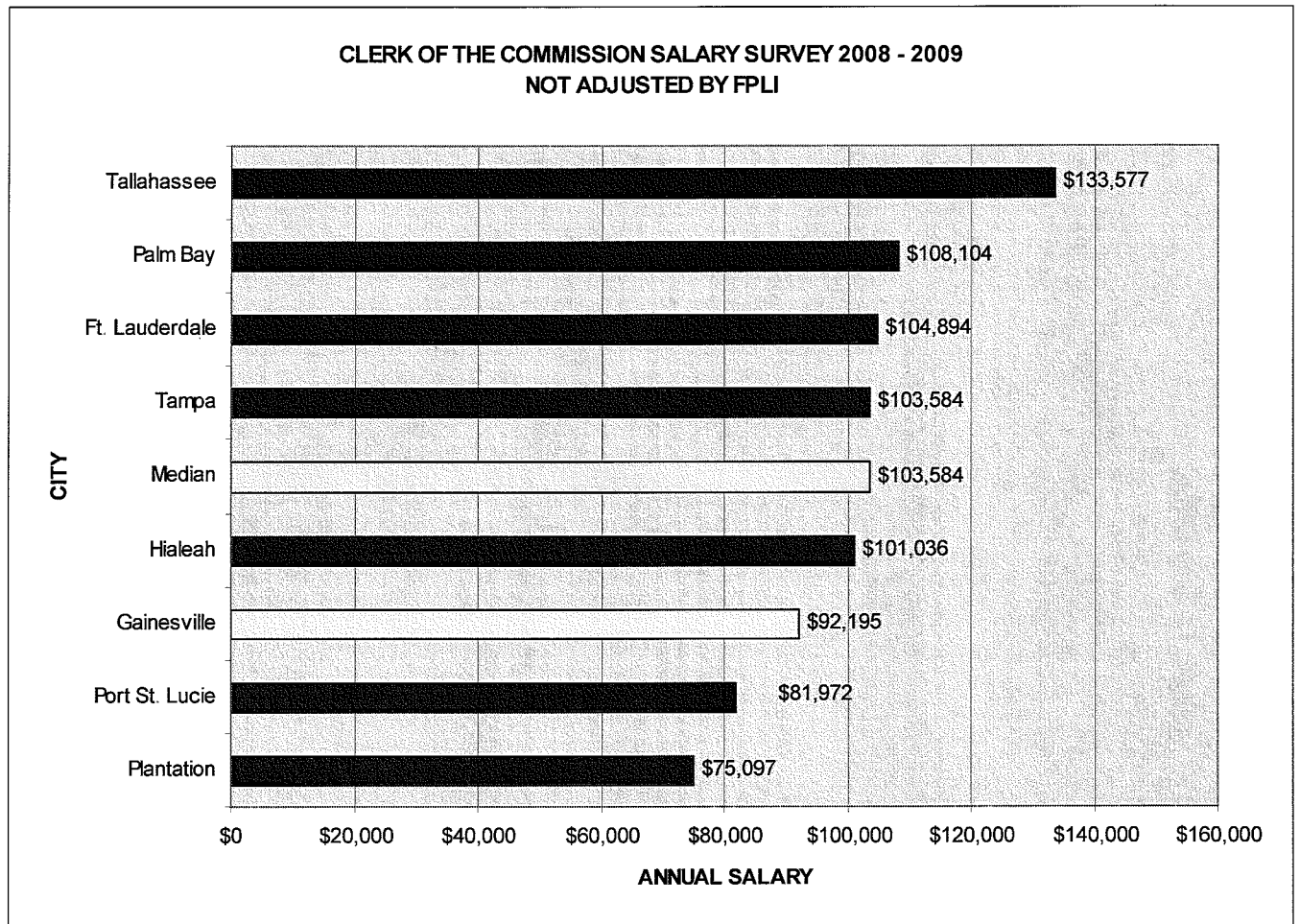
SURVEY ITEM	COMPARABLE	Note or Comment	Title if Different	Charter Officer (YES/NO)	Reports to (Title)	Incumbent's Current Annual Salary*	Bonus Amt Paid	Expected Increase FY09 (enter either as % of current or \$ increase)	What is the Jurisdiction's Form of Government	Type of Mayor (elected, strong, appointed)	Total Number of Employees (not temps)
Daytona Beach	N		City Clerk	No	City Manager	\$101,330		N/A		Elected	893
Jacksonville	N	N/a	Director of Communications	No	Mayor's Chief of Staff	\$90,000		Unknown	Mayor-Council	Strong	8,010
Melbourne	N		City Clerk	No	City Manager	\$77,313		\$450 lump sum + 1%	Mayor/Council	Elected	953
Orlando	N		City Clerk		Chief of Staff	\$100,277		3% to base rate/increase was given in October		Elected	3,223
Pembroke Pines	N	City Mgr not Employee	City Clerk	No	City Manager	\$111,176	NO				
St. Petersburg	N		City Clerk	Yes	Deputy Mayor/City Administrator	\$92,250		2.5 -COLA is included in this figure 10/1/ FY09 began	City Municipality	Elected/ Strong	3,171
West Palm Beach	N		City Clerk	No	Deputy City Administrator	\$90,634		0.05	Strong Mayor CComm/ Manager	Elected	1,516
Lakeland		N/a								Appointed	2,100
Ft. Myers											
Hollywood											
Miami	N				City Manager	\$226,191	\$7,006	Unknown	Strong Mayor	Elected	4,288
Miami Beach											
Miami Gardens											
Naples											
Pompano beach											
Sarasota											
Sunrise											

*The salary data represents base pay only and does not include any additional pay such as car allowance, bonus pay or at-risk pay. The raw data includes all surveyed cities, including those that did not respond or are not comparable which are highlighted in grey.

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Figure 3 represents the data for the City Clerk salaries of the cities deemed comparable. A comparable city is one in which the City Clerk position is either a Charter Officer or reports directly to a Mayor or City Commission/Council.

Figure 3:

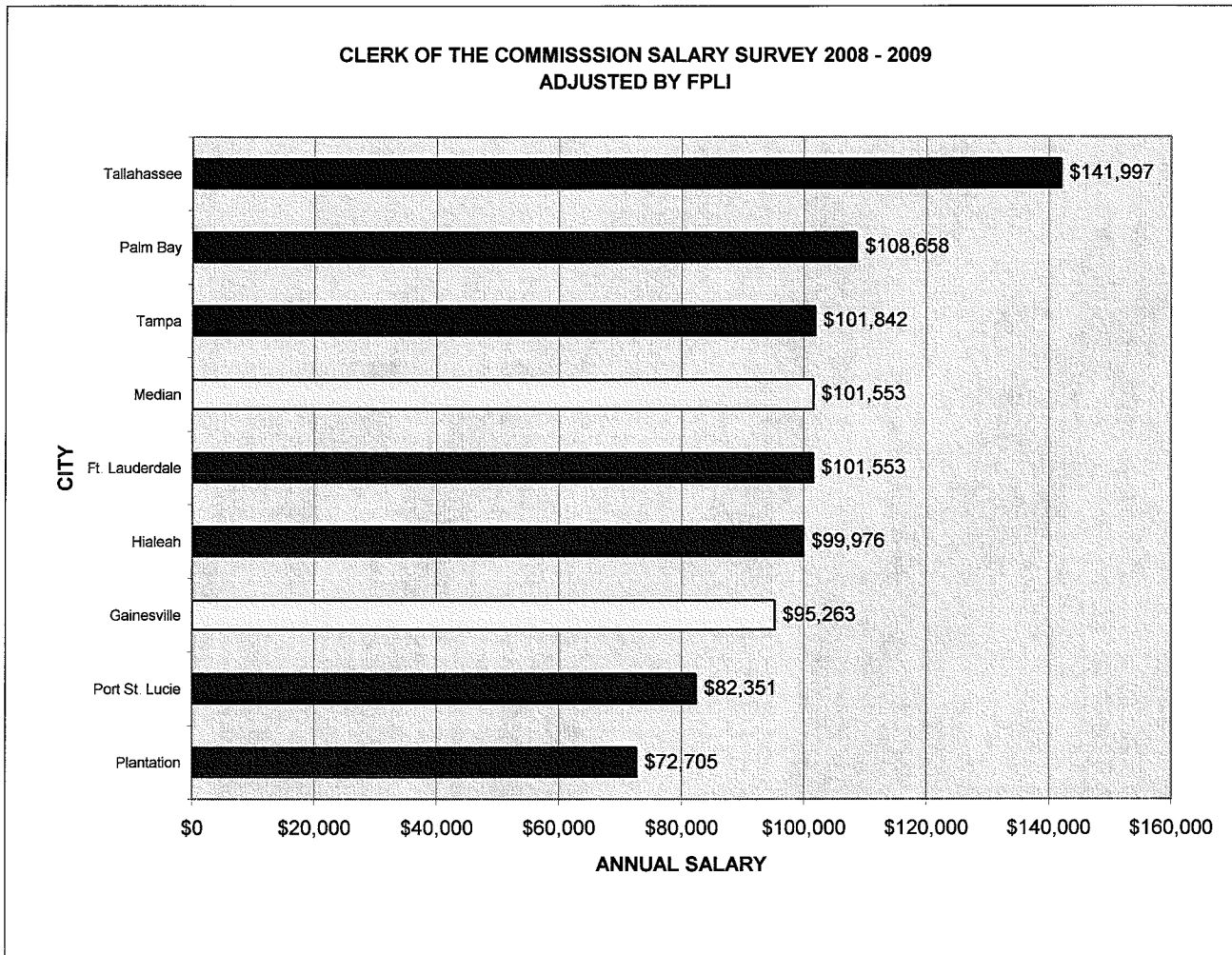


The salary of the Gainesville City Clerk is \$11,389 below the median of the unadjusted salaries of City Clerks at comparable cities.

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Figure 4 represents the FPLI adjusted data for the City Clerk salaries of the cities deemed comparable. Note that the Gainesville City Clerk's salary was also adjusted so that it can be compared on the same basis as the other salaries.

Figure 4



The salary of the Gainesville City Clerk is \$6,290 below the median of the adjusted salaries of City Clerks of comparable cities.